



AJB Sports in Education

Equality, Diversity & Inclusion Policy

Organisation-wide policy - Holiday Clubs, Wraparound Care and AJB Provision

Policy Statement

AJB Sports in Education is committed to promoting equality, celebrating diversity and creating inclusive environments where every child, family, staff member and visitor is treated with dignity and respect.

We believe that everyone should have equal opportunities to participate, contribute and succeed. This policy applies across AJB holiday clubs, HAF programmes, sports and activity provision, Breakfast Clubs, After-School Care, Wraparound Care and other services operated by AJB Sports in Education.

Our Commitment

- Treat all individuals fairly and with dignity and respect.
- Promote equality of opportunity and remove avoidable barriers to participation.
- Value and celebrate diversity.
- Challenge discrimination, harassment, victimisation and inappropriate behaviour.
- Encourage inclusion and belonging.
- Foster respect, understanding and positive relationships.
- Consider reasonable adjustments for disabled children, staff and service users where applicable.

Equality and Protected Characteristics



AJB will seek to ensure that no individual is treated less favourably because of a protected characteristic or another irrelevant factor. Our approach is informed by the Equality Act 2010 and the circumstances of the services we provide.

- Age, where applicable.
- Disability.
- Gender reassignment.
- Marriage and civil partnership, where applicable.
- Pregnancy and maternity.
- Race, including colour, nationality and ethnic or national origin.
- Religion or belief.
- Sex.
- Sexual orientation.

Inclusion

We strive to create environments where children feel safe, welcome, respected, included and valued. We encourage positive relationships and celebrate the unique qualities that every child brings to AJB provision.

Inclusion means more than allowing a child to attend. Where reasonably possible, we will consider what adjustments, communication, support or changes to activities may help an individual participate meaningfully and safely.

Diversity

AJB recognises and values the diversity of the communities we serve. In addition to protected characteristics, we recognise that children and families may have different cultures, family structures, languages, socio-economic circumstances, experiences and support needs.

Preventing Discrimination, Harassment and Victimisation



AJB will not tolerate discrimination, harassment, victimisation, bullying or unfair treatment. Concerns will be addressed promptly and appropriately under the relevant AJB procedure.

Discriminatory language or behaviour by children, staff, visitors or others will be challenged in an age-appropriate and proportionate way. Significant or repeated incidents will be recorded and escalated.

Children and Families

Families are encouraged to share information that will help AJB support their child. AJB will listen to children and parents/carers and will seek to avoid assumptions about an individual based on background, disability, culture, religion, family circumstances or other characteristics.

Staff Responsibilities

- Model inclusive and respectful behaviour.
- Treat children, families, colleagues and visitors fairly.
- Challenge inappropriate or discriminatory behaviour.
- Promote positive relationships and inclusive participation.
- Consider individual needs and reasonable adjustments.
- Report significant equality, discrimination or safeguarding concerns.
- Follow AJB policies, procedures and professional standards.

Recruitment and Employment

AJB aims to apply fair and consistent recruitment, training and employment practices. Decisions should be based on relevant requirements, suitability and performance rather than discriminatory considerations.

Related AJB Documents



This policy should be read alongside AJB's Inclusion, SEND & Additional Needs Policy, Safeguarding & Child Protection Policy, Anti-Bullying Policy, Behaviour procedures, Complaints Policy, Staff Code of Conduct and relevant Data Protection/Confidentiality arrangements.

Review

This policy will be reviewed annually or sooner where legislation, statutory guidance, AJB provision or operational learning identifies a need for change.

Policy Owner	AJB Sports in Education
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Approved By	
Approval Date	
Next Review Date	
Signature	